



**2003-2004  
ANNUAL  
REPORT**

## From the Governor

Greetings,

As Governor of Indiana, I am pleased to recognize the work of the Indiana Commission on the Social Status of Black Males, as detailed in this annual report.

The Commission is made up of community and business leaders, educators, and legislators. Since its establishment in 1993, it has focused attention on the economic, educational, health, criminal justice and social status of black males in our state. This report offers detailed information on trends in these areas and makes recommendations for improvement. I commend the Commission for addressing these continuing challenges and for seeking to enhance the quality of life for African-American men and their families.

Thanks to all those involved in creating this report. I urge Hoosiers to closely study its content and consider the recommendations it sets forth.

Sincerely,

A handwritten signature in blue ink that reads "Mitch Daniels".

Mitchell E. Daniels, Jr.  
Governor



## From the Lieutenant Governor

The Indiana Commission on the Social Status of Black Males has helped to address crucial issues that black males face in Indiana. This Commission serves as a voice for *change* in Indiana. I commend the hard work and determination of the distinguished community and business leaders, educators and state legislators who comprise this Commission.

In October of this year, the 7<sup>th</sup> Annual African-American Male National Conference will take place in downtown Indianapolis. I am pleased to see the Commission work to bring leaders together in a single location to discuss problems plaguing their communities in the areas of education, health, criminal justice and civil affairs. Your concentrated efforts to make an impact on issues affecting African-American males and their families have made a positive imprint on our great state.

The Commission's annual report highlights vital information that can be utilized by every Hoosier community. This report is your road map to navigating through areas needing improvement and determining guidelines for making a positive difference in those areas.

I extend a sincere thank you to the Indiana Commission on the Social Status of Black Males for its commitment, devotion and progressive efforts.

Sincerely,



Becky S. Skillman  
Lieutenant Governor



## From the Former Governor


It is a pleasure to congratulate the Indiana Commission on the Social Status of Black Males on another successful year. Since its creation in 1993, this commission has truly served to identify and recommend public remedies to increase, broaden and improve the economic, educational, social and professional status of the Black male.

One of the most important messages the Commission attempts to communicate is that once the African-American male is affected, so is the entire community. Therefore, Hoosiers in position of influence must act and think positively as it relates to the African-American male—and as a result, all African-American families in Indiana will benefit.

As the Indiana Commission on the Social Status of Black Males continues its mission, we should recognize the past accomplishments of all involved in its cause. This annual report includes information that can be utilized all over the state.

Thank you to the Commission members who have made this a successful year. Best wishes for a great success in the future!

Sincerely,

  
Joseph E. Kernan  
Governor



## From the Former Lieutenant Governor

The Indiana Commission on the Social Status of Black Males strives for positive change in Indiana. Under the leadership of José M. Evans, the Commission is a proactive force in improving the quality of life within Black families and their communities. The Commission's dedication to its mission to evaluate the underlying issues and provide solutions in the areas of education, criminal justice, employment, health, and varying social factors.

The Commission's eleventh annual conference is a testimony to the continued collaboration of a diverse group of Hoosiers and their effort to positively affect the lives of African-American males within the state. Additionally, based upon the broad scope of recommendations made by the Commission's statewide offices, a number of valuable and vital publications are produced, including the annual report. It is apparent that the Commission on the Social Status of Black Males is committed to making a profound and integral difference for Black males and Indiana communities.

I appreciate the diligence and commitment of the Commission and applaud your work. I wish you a productive year in your dedication to "increase, broaden and improve the economic, educational, social and professional status of Black males in Indiana."

Sincerely,



Katherine L. Davis  
Lieutenant Governor



## From the Chairman

For over a decade the Indiana Commission on the Social Status of Black Males has been a champion in the fight for Black male Hoosiers in the areas of education, employment, social factors, criminal justice, and health. Since the commission's creation in 1993 by the General Assembly, the staff and the board of commissioners have worked diligently to thoroughly study all aspects of our five major focus areas with a goal of reversing trends that adversely affect Black males in the State of Indiana.

As 2004 came to a close, we eagerly began 2005 with a renewed sense of commitment and purpose, as each year brings forth new challenges and obstacles to overcome. As commission chairperson, it is my goal to ensure that the Indiana Commission on the Social Status of Black Males continues to meet the charges given by the State Legislature. We will continue to develop focused reports on specific problem areas affecting Black males. Additionally, we will continue to host and expand our state and national conferences each year with the continued support of the community, sponsors, and everyone who has committed their time and efforts to make the work of the commission a success. Moreover, it should be duly noted that the Indiana Commission on the Social Status of Black Males has become the role model exemplar for Black male commissions nation wide. As a result of our hard work and dedication, we were chosen by the African-American Male National Council (AAMNC) and National Black Caucus of State Legislators (NBCSL) to serve as the host site for the African-American Male National Conference.

The past eleven years have been both exciting and challenging as we have been instrumental in the passage of several pieces of legislation, and a total of thirteen conferences. We are truly honored to serve the state of Indiana as a conduit of hope and change. We look forward to the challenges of the next decade and accept our mission to make the State of Indiana a better place to live, learn, work, and grow for all Hoosiers.



Respectfully yours,

A handwritten signature in blue ink that reads "Vernon".

Dr. Vernon G. Smith  
State Representative  
House District 14

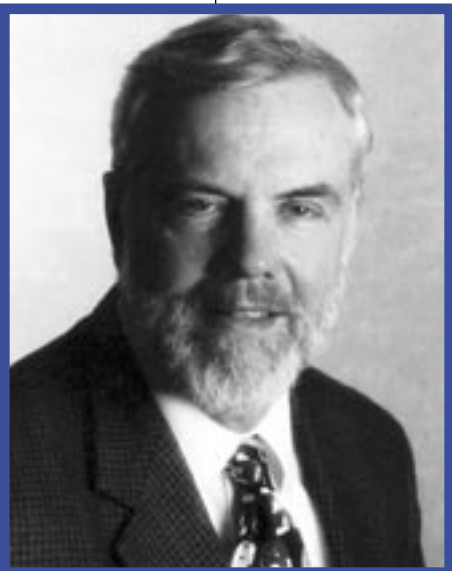
## From the Vice Chairman

Several years ago the Indiana General Assembly created the Indiana Commission on the Social Status of Black Males to help empower and improve the quality of life for the African-American Community. The Commission has worked diligently here and in communities around the state. As we enter another year, it is important that we continue our efforts. Much remains to be done.

Tough issues face us. It is important that we work through local commissions to respond to problems on a community and statewide basis. It is our desire to see these local Commissions flourish and become more active in responding to the problems that face us.

The General Assembly, working in conjunction with our Judicial System and our Executive Branch, must be tireless in our efforts to provide every Hoosier with the opportunity to fully experience the American dream. We must continue to work to strengthen and improve the quality of life of the African-American community.

*Gary P. Dillon*  
Gary P. "Doc" Dillon  
State Senator



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## Overview

Because ALL citizens of Indiana have a right to lead healthy and productive lives, the Indiana Commission on the Social Status of Black Males was established legislatively to increase and improve the economic, educational, health, professional, and social status of the Black male and to identify and recommend public remedies.

Today, alarming statistics, both nationally and statewide, confirm the urgent need to develop a strategic course of action to counter the negative circumstances that have contributed to the plight of Black males.

The Indiana Commission on the Social Status of Black Males consists of 17 appointed commissioners and a consortium of volunteer committee members from throughout the state who are committed to improving the quality of life of Black males in Indiana.

Through a collective, cohesive effort, the Commission received generous support and input from communities throughout the state. In a series of public hearings, the general public commented on the multifaceted problems confronting the Black male and the programs and services, or lack thereof, that are affecting the Black male population.

Consequently, in order to resolve effectively those issues contributing to the social decay of the Black male in Indiana, there must be a continued and committed collaboration among all segments of the community.

The Indiana Commission on the Social Status of Black Males is dedicated to serve as a catalyst and to facilitate a common foundation upon which a viable course of action can be initiated.

## Focus Areas

**Criminal Justice**

**Education**

**Employment**

**Health**

**Social Factors**

## Introduction

Through a bipartisan effort, the Indiana Commission on the Social Status of Black Males was formally established by Public Law 143-1993 to study and recommend legislative remedies to address the critical social problems facing the Black male population in Indiana.

To that end, House Resolution 31 was introduced during the 1992 session of the Indiana General Assembly to establish a statutory or interim study committee to study the social distress of Black males in Indiana. As a result, an interim committee was appointed to identify the specific problems that contribute to the declining quality of life of this targeted population.

From the interim study, Engrossed Senate Bill 190 and House Bill 1065 were formally introduced and passed by the Indiana General Assembly, thus establishing Public Law 143-1993. Because of this legislation, the Indiana Commission on the Social Status of Black Males was created.

## Approach

The Indiana Commission on the Social Status of Black Males is mandated to identify specific social problems and develop legislative recommendations directly pertaining to the Black male population in Indiana. This statewide Commission consists of elected officials, business, community, and government leaders as well as private citizens.

With the primary responsibility to review the social conditions of Black males, the Commission began its work by:

- Formulating five subcommittees to identify issues in the targeted areas of criminal justice, education, health, employment, and social factors;
- Conducting statewide public hearings to obtain community input; and
- Gathering statistical data relevant to the identified areas of concern.

From the five-year plan emerged a process for the Commission to begin implementation of the initiatives. The results of the interim study conducted during the 1992 legislative session became the framework for the Commission's work.

There are three initiatives the Commission is undertaking to address the plight of Black males:

### Administrative

Recommendations will be made to the Governor as to what may be done administratively to begin to change the tide facing Black males.

### Legislative

Recommendations will be made to the Indiana General Assembly regarding potential legislation that may be enacted to remove barriers facing Black males.

### Local Level

A "grassroots" effort will be undertaken to mobilize our communities to bring attention to the problems facing our Black males while collaborating to find remedies to address and overcome them.

This report is a summary of the information as well as recommendations deemed necessary to change the tide in the factors contributing to the social decay of Indiana's African-American males.

## 2004-2005 Objectives

- To establish local Commissions throughout the State.

Local Commissions have been established in the following Indiana locations:

Anderson  
Bloomington  
Evansville  
Fort Wayne  
Indianapolis  
Jeffersonville  
Michigan City  
Muncie

Local Commissions are the essential units in Indiana's network to bring together those who are at the forefront of the battle to reduce the factors that contribute to the social decay of the Black male.

Local Commissions will encourage the development of programs at the local level that focus on long-range remediation of these problems.

- To publish statewide material.

The Indiana Commission on the Social Status of Black Males shall continue its efforts to inform citizens through statewide publications that address problems Black males face in the areas of education, employment, crime, and health.

- To raise the awareness of our state and other states on the need to focus on education versus incarceration.
- To sponsor a national conference to create awareness and solutions.

## Criminal Justice

The Indiana Department of Correction is a community dedicated to improving and protecting lives in all communities. It is our mission to ensure that the public is protected by operating facilities and programs in a safe, secure, effective, and accountable manner. To accomplish that, the Department offers the offender population a variety of program experiences to enhance their successful reintegration into the larger community.

In spite of rising offender populations and depleting funding sources, the Department has been asked to do more with less; however, the Department will continue to provide the most effective therapeutic and educational programming to offenders so, upon release, they can be an asset to their community.

In March of this year, Governor Joe Kernan kicked off the Indiana Offender Reintegration Project. This initiative, based upon a National Institute of Corrections model, identifies evidence based practices that states should use in facilitating offenders' successful transition into the community. Using this model we will identify the strengths of individuals, match them with opportunities and programs within the institution to help ensure their success upon release. The initiative calls for the development of reentry plans as soon as an individual is incarcerated and will cover an offender's confinement, community supervision and aftercare.

More than two (2) million children have an incarcerated parent. The majority of those parents are dads. The Department's efforts through the Fatherhood Initiative is an example of how the correctional community is working with the fathers to help them remain connected to their children and home to hopefully break the cycle of incarceration that often occurs through generations of family members.

It is in all of our best interests to know that the individuals coming out of correctional facilities are given the tools to succeed when they reenter the community.

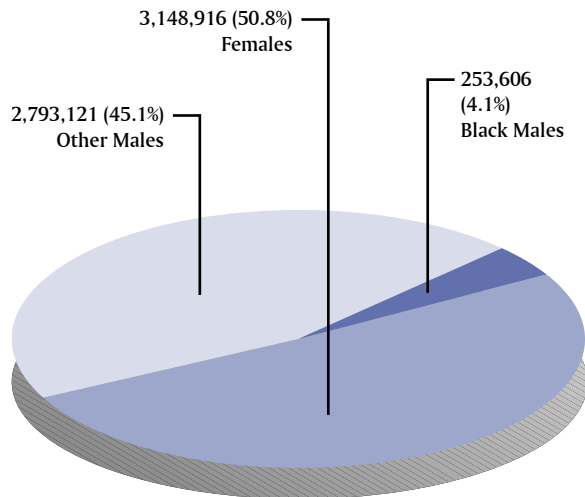
The Department hopes that the success of these programs, along with the released offenders' commitment to become contributing citizens, will continue to make our state an excellent place to live, work, and raise a family.



Evelyn Ridley-Turner  
Commissioner  
Indiana Department of Correction

## Indiana Population

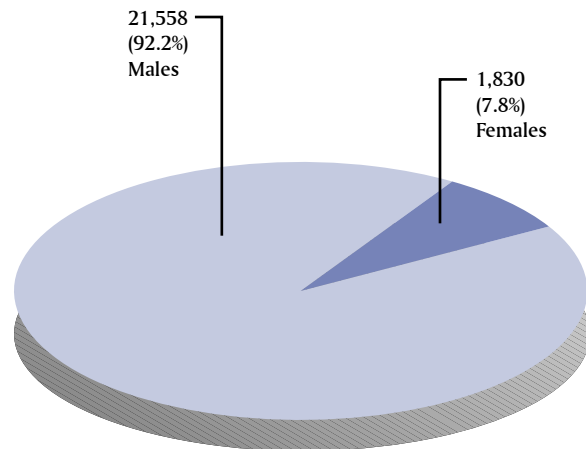
The total population of the state of Indiana is 6,195,653. There are 253,606 Black males in Indiana.



Source: Indiana Business Research Center at the Indiana University Kelley School of Business

## Incarceration Population

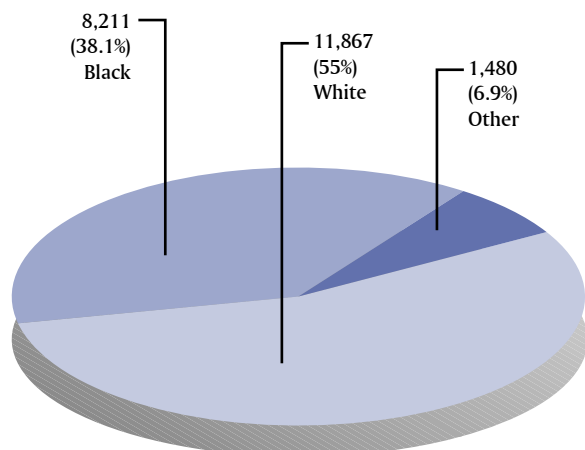
As of August 1, 2004, there were 21,558 incarcerated males compared to 1,830 incarcerated females.



Source: Indiana Department of Correction

## Incarcerated Males by Race

As of August 1, 2004, 11,867 White males were incarcerated in Indiana prisons, compared to 8,211 Black males. Although only 8.3% of the males in Indiana are Black, Black males account for 38.1% of the male incarcerated population.



Source: Indiana Department of Correction

### The 6 Counties with the Most Incarcerated Black Males

County	Incarcerated Black Males	Black % of Male Population	
		General	Incarcerated
Marion	3,548	23.7%	65.9%
Lake	769	24.4%	68.4%
Allen	762	11.3%	57.5%
St. Joseph	495	11.4%	62.7%
Elkhart	457	5.3%	38.7%
Vanderburgh	404	8.2%	40.5%

Source: Indiana Department of Correction, 2004

## Highest Educational Attainment for Incarcerated Adult Males, by Race

More than 75% of adult Black male inmates do not have a high school diploma.

Highest Level Reached	White	Black
Grades 1-5	72	31
Grades 6-8	1,702	460
Grades 9-12 (no diploma)	6,510	5,689
High School Graduate	1,941	1,085
Post-Secondary	1,365	946

Source: Indiana Department of Correction

## Male Incarceration Population

Age	White	Black
under 19	55	72
19-21	740	540
22-24	1,304	1,035
25-34	3,870	2,990
35-44	3,524	2,216
45-54	1,716	1,065
55-64	523	253
65-74	112	34
over 74	23	6

Source: Indiana Department of Correction

## Criminal Offenses (5 most serious)

Category	White	Black
Crimes against person	4,652	3,346
Controlled substances	1,879	2,267
Property offenses	2,804	1,188
Substantive Criminal*	698	683
Weapon offenses	170	353

\*Substantive Criminal = attempt, conspiracy, aiding

Source: Indiana Department of Correction

## Commission Recommendations

The Commission Recommendations are part of the established Five Year Plan.

### Problem Statement

Many young Black males lack the skills to handle conflict constructively.

### Community Action

Community organizations, local school corporations, churches, law enforcement agencies, and youth-oriented groups should offer programs on conflict resolution skills for young Black males.

Community organizations, social services, youth-oriented agencies, and school corporations should offer after-school programs promoting self-awareness through socially acceptable behaviors.

### Legislation

The Indiana General Assembly should support legislation to incorporate conflict resolution courses in the educational curriculum.

### Problem Statement

Black males lack access for alternative programs for the male juvenile incarcerated and released offenders.

### Community Action

Civil liberties groups, such as the NAACP, and social service agencies should determine whether young Black male offenders are appropriately represented.

Offices of prosecuting attorneys should develop diversion programs so that young Black males aren't stigmatized and have alternatives to incarceration.

### Legislation

The Indiana General Assembly should restore judicial discretion so that mandatory sentencing guidelines do not impact the Black male juvenile offender in a disproportionate manner.

### Problem Statement

Black males lack of involvement of adult male role models in their lives, leading to a violent street culture, gang activities, and drug trafficking.

### Community Action

Community organizations, school corporations, churches, and the private and public sectors should:

1. Advocate for volunteer participation of Black male adults in programs targeting young Black males;
2. Aggressively promote community programs targeting Black male youths;
3. Develop role modeling programs which target preschool Black males, ages one through five;
4. Create more school/community partnerships that target Black male children, ages one through five;
5. Create more programs for unattended, or latchkey, Black male youths; and
6. Create more recreational activities and programs for Black male youths.

The Indiana Department of Education recognizes that the way in which we educate our children has a direct impact on the future of our state. The work of the Indiana Commission on the Social Status of Black Males targets a specific segment of our population in which large numbers are opting not to complete their high school education. Knowing that we cannot stand idly by while this takes place, the department supports and works in partnership with this organization.

The Annual Report that you are about to read shows that, although progress has been made, a great amount of work still remains to be done in the area of Education. The Commission has engaged a number of activities to address these issues.

The annual conferences, both state and national, have provided a forum to encourage students to value and celebrate the importance of acquiring an education. The Commission has also focused on prevention and intervention strategies to reverse the trends that can lead to the incarceration or deaths of young Black men.

I applaud the efforts of the Indiana Commission on the Social Status of Black Males and its efforts to identify alternative solutions to actions that seem detrimental to many young Black males in education, criminal justice, employment, health and social factors. We want to work together and do all that we can to assure success for every student.

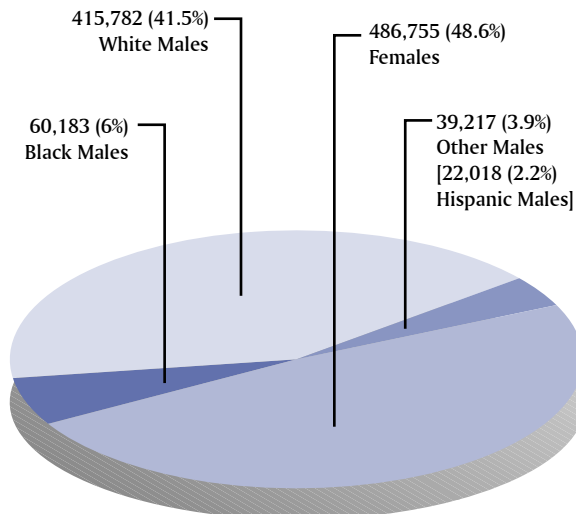


Dr. Suellen Reed  
Superintendent of Public Instruction  
Indiana Department of Education



## Student Population

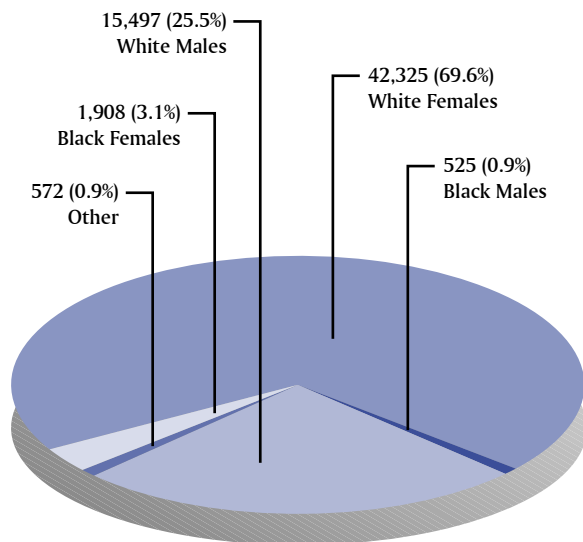
In 2003, there were 1,001,937 students (pre-kindergarten through post-graduate) enrolled in Indiana public education institutions. This was an increase from 995,438 the year before.



Source: Indiana Department of Education

## Teachers

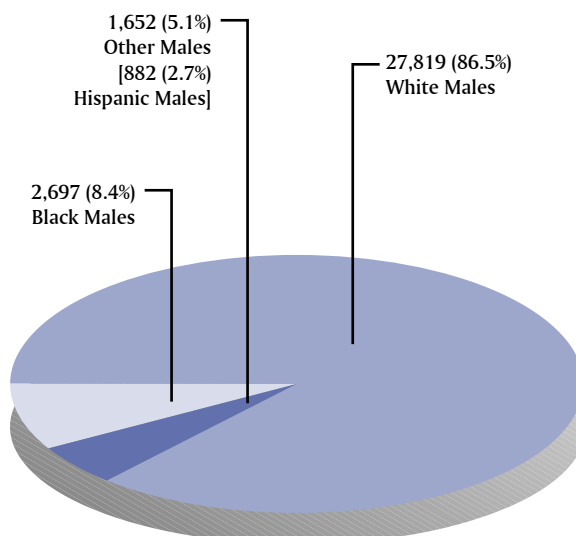
There were 60,827 teachers in Indiana public education institutions in 2003. Less than 1% were Black males.



Source: Indiana Department of Education

## 12th Grade Males, by Race

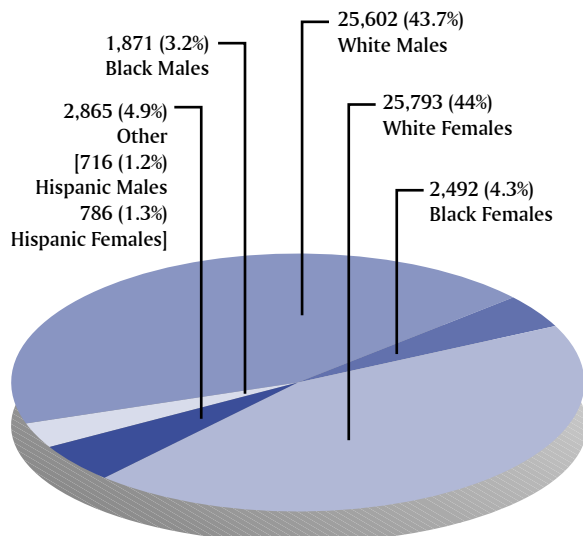
In 2003, there were 32,168 male twelfth grade students in Indiana public schools.



Source: Indiana Department of Education

## Graduates

58,623 Indiana students graduated from high school in 2003. Although 6% of Indiana students are Black males, only 3.2% of the high school graduates are Black males.

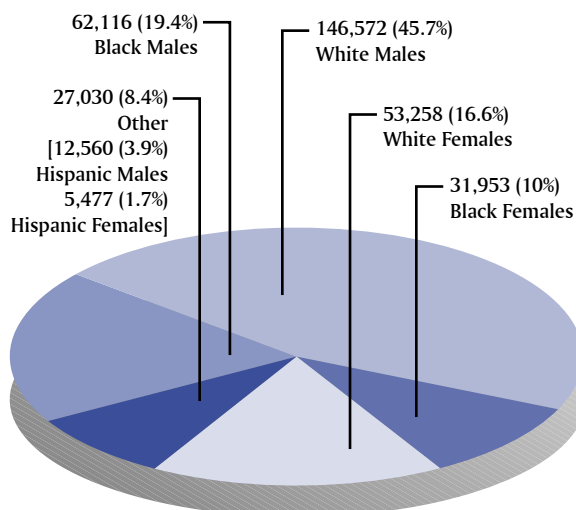


Source: Indiana Department of Education



## Suspensions

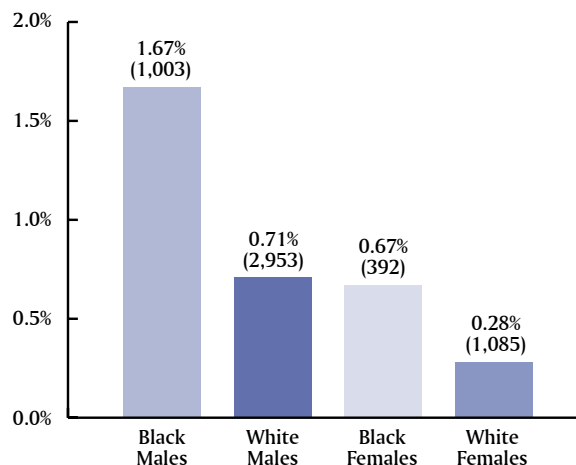
There were 320,929 student suspensions from Indiana public schools 2003 (this includes multiple suspensions for some students). The 6% of students who are Black males account for 19.4% of the suspensions.



Source: Indiana Department of Education

## Expulsions

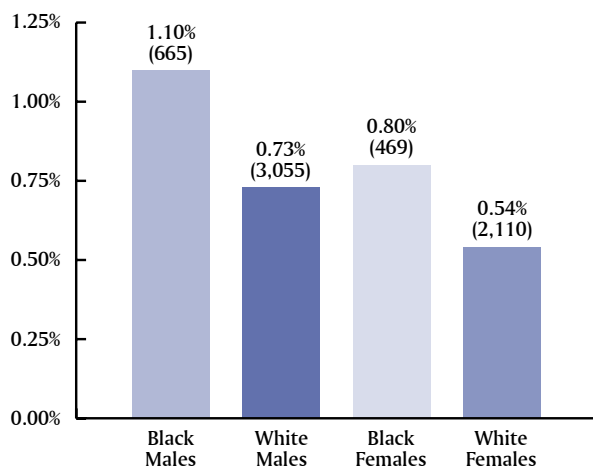
5,879 students were expelled from Indiana public schools in 2003. That is down 3.5% since 2002 while the number of Black males expelled went up by 16%. 1.67% of Black males were expelled, compared to only 0.71% of White males.



Source: Indiana Department of Education

## Dropouts

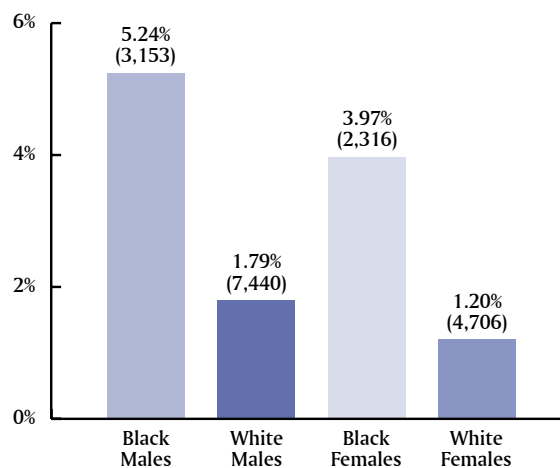
6,769 students dropped out of Indiana public schools in 2003. 1.10% of Black males dropped out of school, compared to 0.73% of White males.



Source: Indiana Department of Education

## Retention

Retention refers to students assigned to the same grade level as they were the year before. 19,373 Indiana public school students were retained in 2003. 5.24% of Black males were retained, compared to just 1.79% of White males.



Source: Indiana Department of Education



## Average SAT Scores, by Race and Sex

Black males consistently score lower than any group except Black females. *Note: "M" = Math, "V" = Verbal*

### Black Males

	2000	2001	2002	2003	2004
M:	442	452	443	445	445
V:	433	452	442	443	444

### Black Females

	2000	2001	2002	2003	2004
M:	411	421	409	411	410
V:	425	450	431	431	430

### White Males

	2000	2001	2002	2003	2004
M:	542	545	539	540	516
V:	509	529	517	518	503

### White Females

	2000	2001	2002	2003	2004
M:	501	509	497	497	479
V:	503	522	506	505	491

### Hispanic Males

	2000	2001	2002	2003	2004
M:	495	513	498	501	499
V:	464	506	483	486	488

### Hispanic Females

	2000	2001	2002	2003	2004
M:	454	484	457	459	459
V:	460	509	474	477	477

### Asian Males

	2000	2001	2002	2003	2004
M:	595	573	594	592	588
V:	497	512	517	521	516

### Asian Females

	2000	2001	2002	2003	2004
M:	538	539	544	543	543
V:	495	510	509	511	505

### Native American Males

	2000	2001	2002	2003	2004
M:	505	530	513	520	523
V:	467	515	488	503	517

### Native American Females

	2000	2001	2002	2003	2004
M:	475	483	473	473	477
V:	482	516	480	482	484

Source: CHE SIS Database

## Top College Majors of Black Males in Indiana

The ten most popular majors among African-American males in Indiana public institutions in 2003:

1. Liberal Arts and Science/Liberal Studies
2. Computer and Information Sciences, General
3. General Studies
4. Business, General
5. Business Administration and Management, Other
6. Electrical, Electronic, and Communications Engineering Technology/Technician
7. Business Administration and Management, General
8. Industrial Machinery Maintenance and Repair
9. Physical Education Teacher and Coaching
10. Auto/Automotive Mechanic/Technician

Source: CHE SIS Database

## Graduate Enrollment

### African-American Male Graduate Enrollment in Indiana Public Education Institutions

1999	2000	2001	2002	2003
846	840	971	1,058	840

Source: CHE SIS Database

## Average Age

### Average Age of African-American Males Enrolled in Indiana Public Education Institutions

1999	2000	2001	2002	2003
29	28	28	27	31

Source: CHE SIS Database

## Commission Recommendations

The Commission Recommendations are part of the established Five Year Plan.

### Problem Statement

There is a lack of incentives within the public school system to retain and graduate Black male students. Low graduation rates for Black males are alarming.

Black male students drop out of the educational system at a much higher rate than White students. A major contributor to the Black male dropout rate is the frequency of Black male suspensions, retentions, and expulsions. Many Black male students are forced out of school. Their failure in school also contributes to absenteeism, thus leading to dropping out.

### Community Action

- School corporations should expand the role and level of activities of parent/teacher organizations. The PTO's activities should include:
  1. Ensuring that self-esteem, language, and math skills are taught effectively;
  2. Ensuring that college options are accessible and encouraged;
  3. Assisting in identifying Black male teachers for their local school corporations;
  4. Providing tutoring and support for Black male students; and
  5. Assisting in identifying after-school and summer job opportunities for Black male students.
- School corporations should review their policies to determine if any of them are contributing to the Black male dropout rate and make appropriate changes. Members of the Black community should be involved in this review.
- School corporations should eliminate out-of-school suspension (except in dire cases) and replace it with in-school suspension and Saturday school. Also, counseling and support services in these settings should be provided to meet the student's need.

### Legislation

- The Indiana General Assembly should pass or support legislation requiring school corporations to graduate a number of minority youths based on student minority enrollment.
- Legislation should provide grants available to Black male students interested in teaching.

### Problem Statement

Teachers have low academic expectations of Black male students. Black males are systematically placed in remedial or special education classes that stifle their progress throughout their educational lifetimes.

### Community Action

- All personnel of the public school system should be required to participate in human relations training, to include Black cultural sensitivity training, at least annually.
- School corporations should redefine and expand the duties of the counselor to include counseling time not directed toward scheduling and attendance.

## Employment

The state of Indiana proudly boasts one of the nation's most diverse economies. However, it is the state's diverse workforce that is the key to its success. As Indiana continues to move forward in the 21st Century, it is absolutely essential that all Hoosiers be given an equal opportunity to succeed, and that the state continue building a highly skilled, professional and diverse workforce. Doing so will set us apart from our competitors.

The Commission on the Social Status of Black Males is dedicated to achieving this goal. As business and economic leaders, it is not enough for us to simply recognize this as a vague mission statement; it is vital that we embrace the Commission's goals and work to implement them. While we've already begun to do this, there is much more progress to be made. Our mission in Indiana should be to continue increasing employment opportunities for minorities so that all Hoosier citizens enjoy a chance to follow their dreams. This can – and must – be done.

We are extremely lucky to be Hoosiers. We have a world-class education system, a highly skilled workforce and an outstanding quality of life. Our state is headed in a bold new direction – a positive direction – and by working together we can continue making Indiana a better place to live and work.

Sincerely,

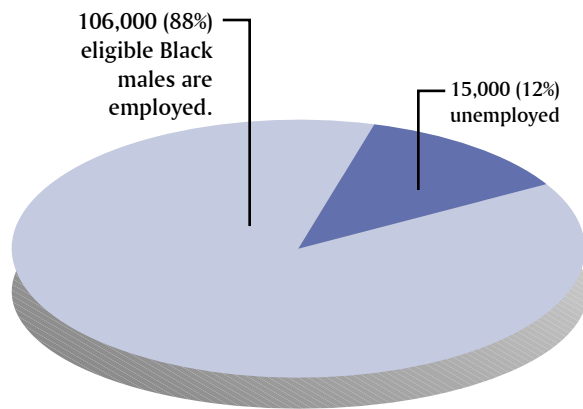


Tim Monger  
Executive Director  
Indiana Department of Commerce



## Indiana Employment Status

In the state of Indiana in 2003, there were 3,188,000 people in the labor force. There were 121,000 Black men in the labor force, and 106,000 of them were employed. Of all men in the labor force who were employed, 6.6% were Black and 93.4% were White.



Source: Indiana Department of Commerce

## Indiana's Unemployment Rate

In 2003, 12.2% of eligible Black males in Indiana were unemployed, compared to a 4.9% unemployment rate for all of Indiana.

	1999	2000	2001	2002	2003
Total Males	3.0%	3.1%	4.6%	5.5%	5.7%
Total Females	3.2%	3.4%	4.1%	4.7%	4.4%
Black Males	5.7%	12.1%	10.1%	12.4%	12.2%
White Males	2.8%	2.6%	4.2%	5.1%	5.3%
Black Females	5.6%	5.6%	9.4%	8.5%	8.0%
White Females	3.0%	3.2%	3.7%	4.5%	4.1%

Source: Indiana Department of Commerce

## Indiana Employment Status Terms

**Civilian Labor Force:** The sum of all employed and unemployed persons in the non-Institutional population 16 years of age and over, and not in the Armed Forces.

**Employed:** According to CPS (Current Population Survey) definition, the number of individuals, 16 years of age or older, who worked at least one (1) hour for pay or profit, or worked at least 15 unpaid hours in a family business during the reference week. Individuals are also counted if they have a job but did not work during the reference week because they were ill, on vacation, in a labor dispute, prevented from working due to bad weather, or taking time off for personal reasons.

**Unemployed:** According to CPS definition, the number of individuals, 16 years of age or older, who have no job but are available for work and actively seeking work during the reference week. Also counted are individuals who are waiting to be recalled from a layoff and individuals waiting to report to a new job within 30 days.

## Commission Recommendations

The Commission Recommendations are part of the established Five Year Plan.

### Problem Statement

There is not enough community support for Black businesses.

### Community Action

- Black business support groups should develop marketing promotions to increase the visibility of Black businesses to the general consumer market.
- Black business support groups and the general business community should promote introductory training programs and workshops regarding entrepreneurship, with a special emphasis on Black males.
- Black businesses and the public and private sectors should continue efforts to develop economic partnerships.

### Legislation

The Indiana General Assembly should pass legislation for development funding of Black businesses.

### Problem Statement

There is a lack of available funding for start-ups and continued operation of Black businesses.

### Community Action

- Black business support groups and the public and private sectors should encourage banks to increase credit and capital start-ups for Black businesses.
- Black business support groups should encourage existing Black businesses to develop self-help programs such as a development fund to provide loans, credit, resources, training, and mentor networks for new Black businesses.

### Legislation

- The Indiana General Assembly should pass legislation for subsidized start-up loans to aid Black businesses.
- The Indiana General Assembly should pass legislation to invest larger portions of tax revenues in urban growth programs and Black business development.

### Problem Statement

Most Black males are unaware of employment options and opportunities.

### Community Action

- Local businesses should develop internships for at-risk Black male students.
- Community organizations, churches, and youth-oriented coalitions in conjunction with the business community should develop outreach programs to promote employment options for young Black males as well as develop a data network base of employment opportunities.

### Legislation

- The Indiana General Assembly should pass legislation to incorporate vocational education and job training partnerships in the academic curriculum.
- The Indiana General Assembly should pass legislation to incorporate employment-related, vocational-based courses in the academic curriculum.

The Indiana State Department of Health applauds the efforts of the Indiana Commission on the Social Status of Black Males.

In 2003, the State Department of Health released the Healthy Indiana Minority Health Plan. The Plan confronted the difficult issue of racial and ethnic health disparities among Indiana residents, and proposed strategies for effective intervention and targeted improvement in health status indicators. Developed by the Office of Minority Health and the Minority Health Advisory Committee, the Plan supported Healthy People 2010 goals and objectives.

One of the major goals identified in the Healthy Indiana Minority Health Plan is to reduce the prostate cancer death rate among African-American men. Working in collaboration with the Indiana Cancer Consortium, we established the Prostate Cancer Program. The program will focus on raising awareness regarding prostate cancer screenings and treatment options for men at high risk for prostate cancer (e.g., African-American men over age 40, and all men with a family history of prostate cancer).

In January 2004, a full time Prostate Cancer Coordinator was hired to assist with the coordination of the activities of the Indiana Cancer Consortium and the Prostate Cancer Advisory Committee. The coordinator will also work to gather input from leaders regarding barriers to health care for African-American men, and develop strategies to overcome these barriers.

To reduce the further complications of Diabetes and Cardiovascular Disease, we developed Consensus Guidelines to provide more careful monitoring and medication adjustments. These guidelines are consistent with present guidelines from the American Diabetes Association and the American Heart Association. Implementation of these guidelines has been shown, in research studies, to significantly decrease the complications from diabetes and heart disease.

In collaboration with the Indiana Family and Social Services Administration, we introduced a new asthma education kit for health professionals with Medicaid patients. The impact of asthma falls disproportionately on African-American and Hispanic/Latino populations, and appears to be particularly severe in central urban inner areas. The education kit will help eliminate the asthma health disparity. The objective of this asthma initiative is to provide tools that assist healthcare providers in the diagnosis and management of asthma.

HIV/AIDS continues to be a significant problem within minority communities, especially among African-American males. It is estimated that 1 in 50 African-American men and 1 in 60 African-American women are infected with HIV. The Office of Minority Health recently conducted a study of prevention services and HIV care coordination sites to assess their ability to meet the needs of the African-American community. It was determined that there needs to be greater awareness of the disease itself, more intervention at the community level, and more compassionate care for those infected by the disease.

We look forward to our continued collaboration with the Commission on the Social Status of Black Males. Working together, we can carry out the strategies in the Healthy Indiana Minority Health Plan and reduce the morbidity and mortality rates among Indiana's African-American males.

The Indiana State Department of Health is committed to the goal of eliminating health disparities in Indiana. In order for us to reduce or eliminate disparities in health, we must work in concert with one another; churches, businesses, community organizations, government agencies and individuals reinforcing the one goal to reach equality in health.

*Gregory Wilson, MD*  
Gregory A. Wilson, M.D.  
State Health Commissioner



## Age Adjusted Death Rate

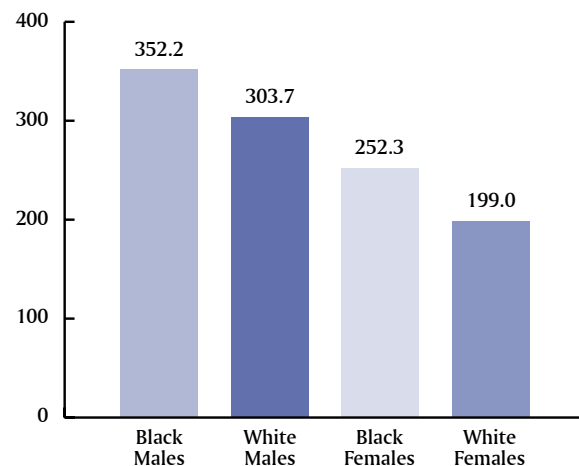
The simplest form of death rate is the **crude death rate**, which is the number of deaths divided by the population. Although this gives us a general estimate of mortality, it is not useful for comparing populations because it does not account for different population compositions.

Because a population with an older age distribution will have more deaths from a given disease, we compensate by using the **age adjusted death rate**. This is determined by dividing a population into small age groups, calculating the mortality rate for each group, and applying these rates to a standard population. The age adjusted death rate allows us to compare death rates of different populations as though they had the same age structure. This is especially important when comparing death rates from specific health causes.

The rates seen on these charts are number of deaths per 100,000 people.

## Heart Disease

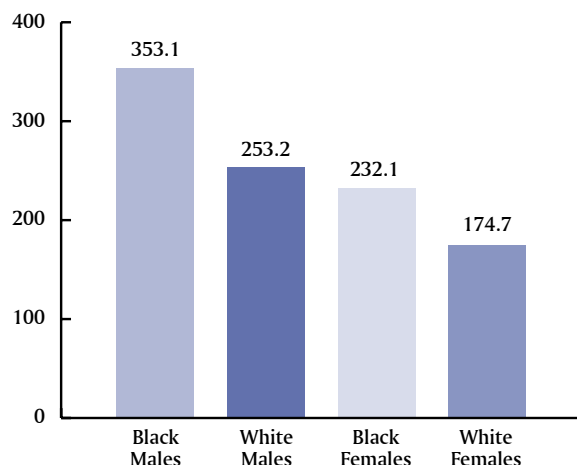
According to the age adjusted death rate, in 2002 Black males were 16% more likely to die from heart disease than White males.



Source: Indiana State Department of Health, April 2004

## Cancer

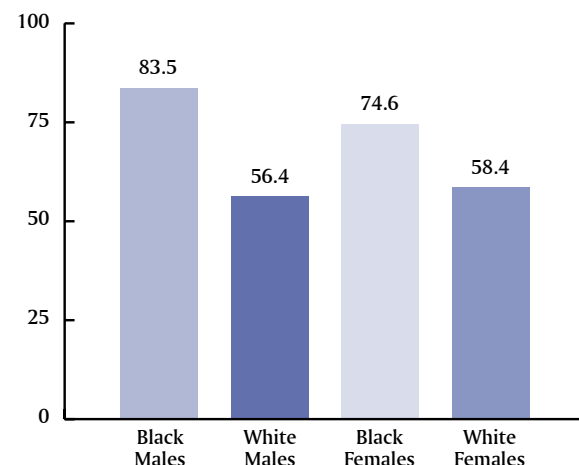
Cancer was the top cause of death among Black males in 2002. According to the age adjusted death rate, Black males are 39% more likely to die from cancer than White males.



Source: Indiana State Department of Health, April 2004

## Stroke

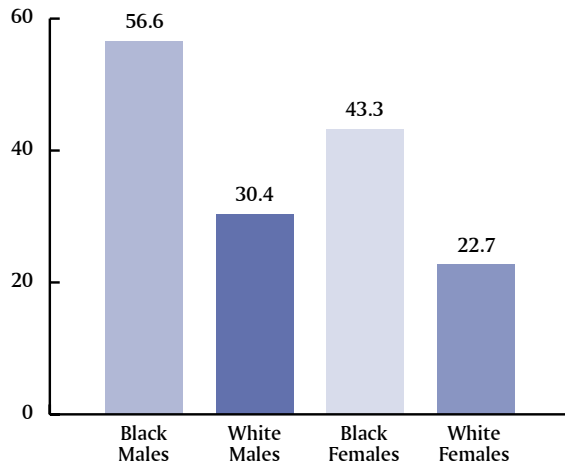
Death from stroke is more likely for Black males and females than it is for either White males or females. The age adjusted death rate from 2002 shows that Black males are 48% more likely to die from stroke than White males.



Source: Indiana State Department of Health, April 2004

## Diabetes

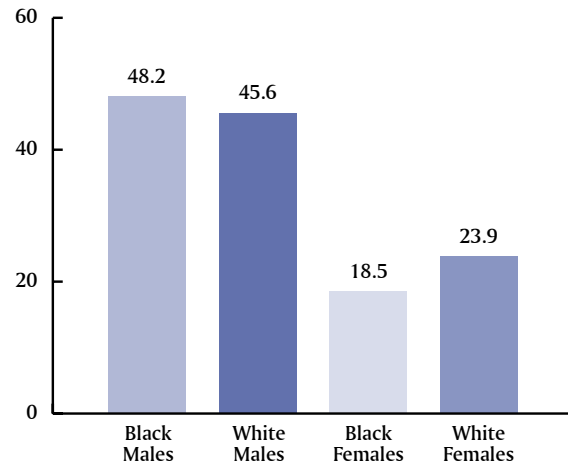
Diabetes is a more likely cause of death for the Black population than the White population. The age adjusted death rate for 2002 shows that Black males were 86% more likely to die from diabetes than White males.



Source: Indiana State Department of Health, April 2004

## Accidents

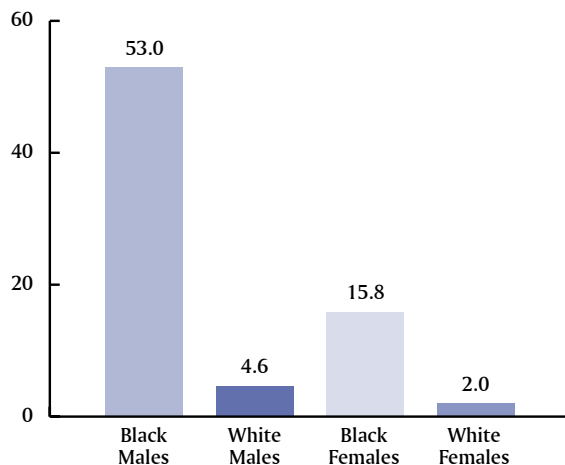
Accidents are one of the top causes of death for Black males. Accidental death is much more common for males than females.



Source: Indiana State Department of Health, April 2004

## Homicide

Homicide is far more prevalent among Black males than among other groups. Black males are more than ten times as likely as White males to be killed by another person.



Source: Indiana State Department of Health, April 2004



## HIV and AIDS

### Definitions

HIV is an acronym for Human Immunodeficiency Virus, a pernicious infectious agent that attacks the immune system that leads to its progressive destruction. The virus is found in blood and genital fluids of the human body. The primary transmission is sexual, however HIV is also spread by the use of infected needles among intravenous drug users, by the exchange of infected blood products, from an infected mother to her fetus during pregnancy, and through breast milk.

AIDS is an acronym for Acquired Immunodeficiency Syndrome, a fatal transmissible disorder of the immune system that is caused by the HIV. AIDS slowly attacks and destroys the immune system, leaving the infected individual vulnerable to malignancies and infections that eventually cause death. AIDS is the last stage of HIV infection.

*Source: Encyclopedia Britannica, Online Version, 2001*

### The Difference Between HIV and AIDS

People who are infected with HIV are diagnosed as having AIDS if they develop certain serious diseases or conditions such as Pneumocystis carinii pneumonia (PCP), Kaposi's sarcoma (a rare cancer), HIV dementia, pulmonary tuberculosis, invasive cervical cancer, recurrent pneumonia, and others. Another indicator of AIDS is a positive HIV antibody test and severe damage of the immune system (a low count or a low percentage of CD4 cells, which are important to the body's immune system).

There are many more people—up to 900,000 individuals—who are infected with HIV than have developed AIDS. Most people with HIV,

who do not have AIDS, require health services; they may take the new drug therapies to avoid developing symptoms, and they may also take other medicines to prevent illness. Also, most infected people should have their immune systems regularly monitored by a health professional. However, even before the advent of effective therapies, some HIV-infected individuals lived 10 years or more without symptoms.

*Source: National Conference of State Legislatures*

### Misunderstood Phrases Related to HIV

*Misleading:* Infected with AIDS

*More Accurate:* HIV infection

*Misleading:* AIDS virus

*More Accurate:* HIV (human immunodeficiency virus)

*Misleading:* HIV virus

*More Accurate:* HIV

*Misleading:* AIDS test

*More Accurate:* HIV antibody test

*Misleading:* AIDS antibodies

*More Accurate:* HIV antibodies

*Misleading:* Positive AIDS test

*More Accurate:* Positive test for HIV antibodies

*Misleading:* AIDS transmission

*More Accurate:* HIV transmission

*Misleading:* AIDS victim

*More Accurate:* PWA (person with AIDS) or PLWA (person living with AIDS)

*Misleading:* High-risk groups

*More Accurate:* High-risk behaviors

## Males living with HIV in selected Counties

Although more White males than Black are infected with HIV, consider that they outnumber Black males in Indiana by a factor of more than ten to one. The percentages below show that Black males in the counties listed are almost four times more likely to be infected with HIV than White males.

County	Black Males	Black Males w/HIV	White Males	White Males w/HIV
Allen	17,946	71 (0.40%)	134,670	190 (0.14%)
Clark	3,164	14 (0.44%)	42,169	75 (0.18%)
Delaware	3,789	18 (0.48%)	51,643	65 (0.13%)
Elkhart	4,723	19 (0.40%)	77,605	61 (0.08%)
Grant	2,548	10 (0.39%)	31,315	28 (0.09%)
Hendricks	979	28 (2.86%)	50,061	49 (0.10%)
La Porte	6,561	57 (0.87%)	47,725	65 (0.14%)
Lake	55,906	382 (0.68%)	158,117	213 (0.13%)
Madison	5,530	40 (0.72%)	58,549	102 (0.17%)
Marion	96,988	951 (0.98%)	294,723	1,527 (0.52%)
Putnam	903	14 (1.55%)	17,369	17 (0.10%)
St. Joseph	14,301	114 (0.80%)	105,456	149 (0.14%)
Vanderburgh	6,614	42 (0.64%)	72,761	155 (0.21%)
Vigo	3,580	84 (2.35%)	46,596	83 (0.18%)

Source: Indiana State Department of Health, June 2004

## Commission Recommendations

The Commission Recommendations are part of the established Five Year Plan.

### Problem Statement

The prevalence of HIV/AIDS among Indiana's Black males is on the rise.

### Community Action

- Promote Indiana's "Get Tested" for HIV campaign and other HIV prevention interventions and other public awareness campaigns to the top 11 populated cities of Indiana where HIV rates are the highest and where the percentages of Black male residents are the greatest. (Indianapolis, Gary, South Bend, Fort Wayne, Evansville, Terre Haute, Anderson, Jeffersonville, Muncie, Kokomo, and Richmond)
- Expand opportunities and venues to educate unmarried Black males on the necessity of practicing safe sex, including the importance of condom use and the consequences of using illicit drugs and other STDs.

### Legislation

The Indiana General Assembly should increase state funding for care coordination services to accommodate more Black males living with HIV/AIDS.

### Problem Statement

There is a lack of emphasis on the special needs of mental health and developmental disabilities in the Black community.

### Community Action

- Local mental health centers should conduct campaigns regarding mental health and physical and developmental disabilities within the Black community.
- Local health care providers should promote treatment and assessment services to the Black male population.
- Local mental health centers should consistently provide services to low income persons and their families.

## Social Factors

Greetings!

Dr. Martin Luther King, Jr. said, “we must learn to live together as brothers or perish together as fools.”

Embracing this philosophy, Indiana legislators created the Indiana Commission on the Social Status of Black Males (ICSSBM) to study health, education, employment, criminal justice, and other social factors affecting African-American males in Indiana. As the largest division of the largest agency of state government, the FSSA Division of Family and Children reaches these and so many other critically important aspects of life for Black males in Indiana and all other citizens of the state.

As Chief Operating Officer of the Division of Family and Children and a Commissioner for the ICSSBM, I am very pleased for the opportunity to work with and support the Commission with its very significant work. The Commission had another busy year. Among other things, it hosted the African-American Male National Conference. The conference, titled “*Educating the Black Male: Breaking the Cycle*” had over five hundred people in attendance. They were inspired by keynote presentations from nationally acclaimed speakers Dr. Julia Hare, Dr. Ni’am Akbar and Dick Gregory, and the workshops covering each of the five focus areas. The Commission also produced the 2002-2003 Annual Report, which was presented to the Indiana General Assembly and a wide variety of other interested parties.

Success like this doesn’t happen by accident! It happens as a result of great dedication and leadership by many people. In that vein, I commend State Representative Vernon Smith, State Senator Thomas Wyss, Interim Executive Director Stephen Jackson, Deputy Director Steven Ingram, Commission Secretary Tamara Jury, and the Commissioners of the Indiana Commission on the Social Status of Black Males for their tireless leadership and hard work. Without them, the Commission could not have achieved this level of success. I want to reaffirm the Division’s commitment to improving circumstances for African-American males and all other citizens of this great state. I also want to implore *you*—my Hoosier brothers and sisters of every race, color, and hue—to get involved! Don’t just read this report and go away happy or impressed. Instead, in every aspect of your personal and professional lives, become an active advocate for initiatives that improve circumstances for African-American males, an integral part of Hoosier communities, economies, and a vital factor in Indiana’s future success. In closing, Dr. King also said, “our lives begin to end the day we become silent about things that matter.” In light of this enduring wisdom, I encourage all of us to continue living happy, productive, successful lives, united in improving the lives of all our brothers and sisters.



A handwritten signature in blue ink that reads "Michael O. Murray".

Michael O. Murray  
Division of Family and Children  
Family and Social Services Administration

## Children Served by First Steps, by Race and Sex

First Steps is a family-centered State Program that provides assistance to infants and toddlers with disabilities or who are developmentally vulnerable.

### Statewide (4.8% Black Males)

	Black	Hispanic	Multi	White
Male	941	473	377	7646
Female	978	492	391	7943

### Allen County (6.5% Black Males)

	Black	Hispanic	Multi	White
Male	78	30	43	419
Female	81	32	44	438

### Delaware County (6.2% Black Males)

	Black	Hispanic	Multi	White
Male	24	1	8	154
Female	26	2	8	166

### Lake County (10.9% Black Males)

	Black	Hispanic	Multi	White
Male	123	78	35	299
Female	133	84	38	322

### LaPorte County (8.1% Black Males)

	Black	Hispanic	Multi	White
Male	18	2	6	88
Female	17	1	5	84

### Madison County (3.2% Black Males)

	Black	Hispanic	Multi	White
Male	12	8	9	160
Female	13	8	9	165

### Marion County (13.9% Black Males)

	Black	Hispanic	Multi	White
Male	451	130	83	875
Female	481	138	88	934

### St. Joseph County (8.4% Black Males)

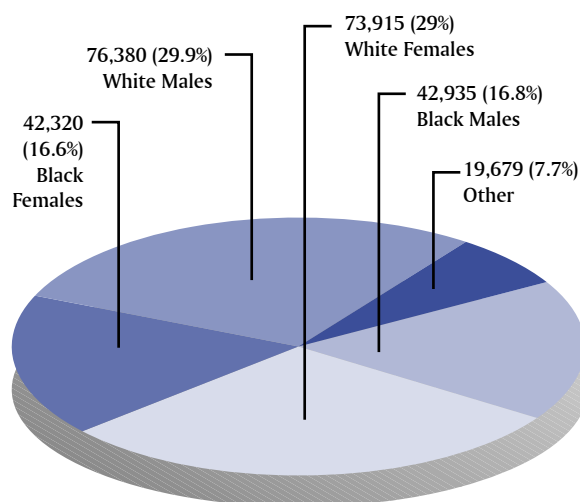
	Black	Hispanic	Multi	White
Male	77	32	17	325
Female	76	31	16	323

### Vanderburgh County (6.8% Black Males)

	Black	Hispanic	Multi	White
Male	31	3	15	162
Female	34	4	17	179

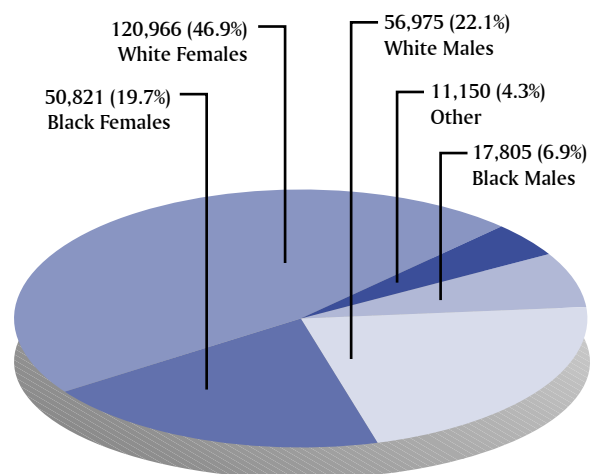
Source: Indiana Family and Social Services Administration, Division of Family and Children (DFC), November 2003

## Food Stamp Recipients, by Age, Race and Sex



**under age 18**

Source: DFC, November 2003

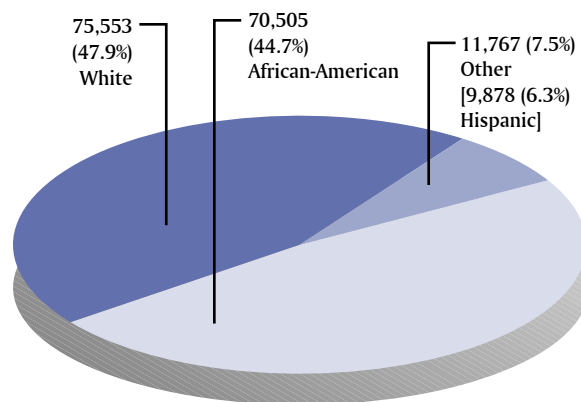


**ages 18 and over**

Source: DFC, November 2003

## Number of Hoosiers on Temporary Assistance to Needy Families (TANF), by Race

Low income Hoosier families may receive monthly payments from the Temporary Assistance to Needy Families (TANF) program. TANF is funded by federal, state and local government. TANF recipients may receive Medicaid, which provides a wide range of medical care to certain low-income populations.

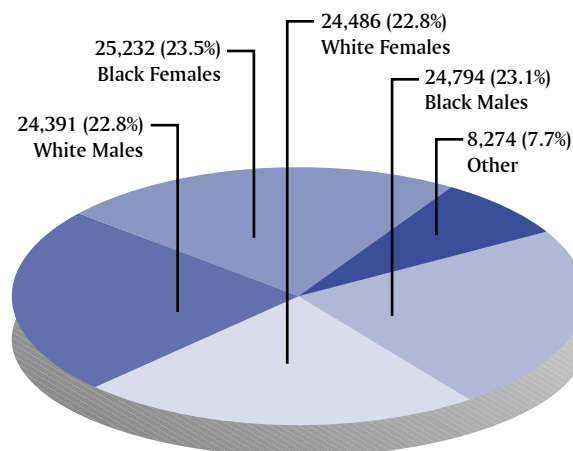


Source: DFC, November 2003

## Number of African-American Males and Females as Compared to Other Ethnic Groups on TANF

### Age 17 and Younger

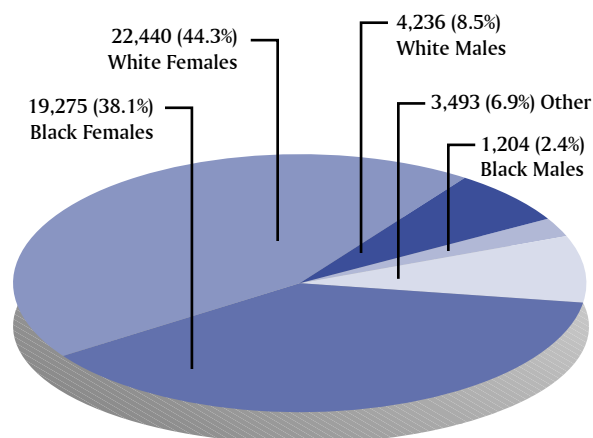
In 2003, African-American children continued to receive more aid than their racial counterparts.



Source: DFC, November 2003

### Age 18 and Older

The 2003 statistics continue to show that few adult Black males utilize TANF resources.



Source: DFC, November 2003

## Marital Status of Selected Adults on TANF

### Black Females

15,773 Single  
1,094 Married  
863 Divorced  
1,470 Separated  
11 Legal Sep.  
66 Widowed

### Black Males

508 Single  
487 Married  
77 Divorced  
76 Separated  
0 Legal Sep.  
7 Widowed

### White Males

951 Single  
2,460 Married  
526 Divorced  
243 Separated  
1 Legal Sep.  
15 Widowed

### Hispanic Males

118 Single  
238 Married  
10 Divorced  
15 Separated  
0 Legal Sep.  
3 Widowed

Source: DFC, November 2003

## Highest Education Level Attended or Completed by Selected Adults on TANF

### Black Females

648 Grades 0-8  
6,461 Grades 9-11  
10,059 Grade 12/equiv.  
2 Special Ed.  
939 Post Secondary/  
Training/College

### Black Males

54 Grades 0-8  
269 Grades 9-11  
640 Grade 12/equiv.  
1 Special Ed.  
58 Post Secondary/  
Training/College

### White Males

347 Grades 0-8  
1,248 Grades 9-11  
2,247 Grade 12/equiv.  
0 Special Ed.  
151 Post Secondary/  
Training/College

### Hispanic Males

122 Grades 0-8  
97 Grades 9-11  
139 Grade 12/equiv.  
0 Special Ed.  
9 Post Secondary/  
Training/College

Source: DFR, February 2005

## Commission Recommendations

The Commission Recommendations are part of the established Five Year Plan.

### Problem Statement

One tragic symptom of the plight of the Black male is the disintegration of the Black family. Currently, the structure of most Black families is nontraditional or single-parent households.

### Community Action

- School corporations, in conjunction with social service and family support agencies, should:
  1. Develop after-school programs for latchkey Black male children, and
  2. Encourage Black parents to be proactive in educational activities affecting their sons and families.
- Churches, in conjunction with social service and family support agencies, should:
  1. Form family mentoring partnerships and programs,
  2. Form networking programs for Black single parents,
  3. Encourage the development of effective parenting programs for Black parents,
  4. Encourage the development of community-based family resource centers, and
  5. Encourage the Black community to become actively involved in the lives of Black male children.

*Examples of such efforts include: Light of the World Christian Churches; the Brotherhood International, Indianapolis; 100 Black Men Coalition of Indianapolis; and the African-American Achievers Corporation, Inc., Gary.*

- Community organizations should:
  1. Develop, in conjunction with social service and family support agencies, constructive Afrocentric family crisis support programs, and
  2. Pool their talents and resources to raise the substantial resources needed to fund male self-development programs.
- Private and Public community entities should:
  1. Aggressively promote the spirit of volunteerism and giving back,
  2. Develop and fund community support programs to reclaim the virtues of the extended family, and
  3. Increase informational and promotional efforts targeting the Black community, highlighting the high number of Black male children who are in need of adoption.

*Examples of such efforts include: the Indiana One Church - One Child Program and Homes for Black Children of Indianapolis.*

- Neighborhood associations should establish partnerships with churches and family and youth oriented agencies to develop programs such as *For Parents Only*.

### Legislation

The Indiana General Assembly should:

1. Mandate the appointments of more Black and ethnic

minority judges who are sensitive to the cultural realities of the Black family,

2. Require all judges in the state to take racial/cultural sensitivity training,
3. Pass legislation affirming that parents are presumed innocent, until proven otherwise, in cases alleging child abuse resulting from discipline imposed by parents or guardians,
4. Pass legislation to revise the definition of family to recognize the historical realities of extended families (not limited to custodial, biological parents or guardians, but also inclusive of the persons providing financial, emotional, and other necessary support),
5. Mandate culturally competent and sensitivity training for juvenile/family judges, caseworkers, prosecutors and all persons involved in decision making regarding the investigation and filing of child abuse allegations resulting from discipline imposed by parents, and
6. Pass legislation to provide ample funding of major state initiatives and efforts that address the social inequities of the Black male.

### Problem Statement

There is a lack of adult Black male participation in the lives of young Black males.

### Community Action

- Public and private community entities should:
  1. Actively encourage Black male adults to participate in intervention and prevention programs for at-risk young Black males, and
  2. Develop community-based mentoring programs targeting young Black males.
- School corporations, in conjunction with public and private community entities, should:
  1. Establish tutoring and mentoring programs linking Black male adults with Black male students,
  2. Develop role modeling programs targeting Black male children ages one through five, and
  3. Develop programs teaching the cultural experiences and role of the Black family.
- Churches, in conjunction with public and private community entities, should establish Rites of Passage programs for young Black males.
- Social service agencies and Health coalitions should establish community outreach programs to teach young Black fathers effective parenting skills and responsibility.

### Legislation

The Indiana General Assembly should establish incentives for churches and other community entities to develop community outreach programs targeting young Black males.



## Educating The Black Male: Breaking The Cycle

The Indiana Commission on the Social Status of Black Males (ICSSBM) in conjunction with the African-American Male National Council (AAMNC), hosted the 6th Annual African-American Male National Conference September 30th – October 2nd, 2003 at the Marriott East Hotel, Indianapolis. Well over 500 people attended the conference and heard from a powerful roster of keynote speakers that included: Dr. Julia Hare, Dr. Ni'am Akbar, and Dick Gregory.

After successfully hosting the national conference in 2000, on November 29, 2001 the National Black Caucus of State Legislators (NBCSL) approved the state of Indiana as the host site of the national conference until determined otherwise by the AAMNC. The purpose of the conference is to inform and educate attendees of the problems faced by black males in the areas of health, education, employment, criminal justice, and social factors, while motivating, empowering, and equipping all attendees with necessary information and tools needed to make a difference in their respective communities.



Dr. Ni'am Akbar of Florida State University, delivers a powerful keynote address during the conference.



Dr. Julia Hare of the San Francisco Black Think Tank, delivers an inspirational address during the 6th Annual National Conference.



Representative Greg Porter welcomes guests to the State House and the reception, sponsored by the Black Caucus.



Senator Gary "Doc" Dillon greets conference attendees and introduces a keynote speaker.



## Workshops

### Wednesday, October 1, 2003

**Terri "D"**  
News Director  
Radio One Indianapolis  
"Where Does the Blame Lie...Do You Contribute to the Media Stereotypes of Women?"

**William T. Lewis**  
Director of Diversity  
Kelly School of Business (IUPUI)  
"The Impact of the Supreme Court Decision on the University of Michigan Case and Affirmative Action in Higher Education"

**Robert Jackson**  
Manager, Resident Services  
Indianapolis Housing Agency  
"P2K—Parenting in the 21st Century"

**Dorian C. Martindale**  
Program Manager, "Fathers In Training"  
Family Development Services, Inc.  
"Beyond The Introduction: What Men and Women Really Expect from a Relationship"

**Dr. John H. Stansfield II**  
Chair and Professor, Department of Afro-American Studies  
Indiana University  
"From Morehouse to Jailhouse: Understanding the Breadth of Black Male Social Issues in Post 1990s America"

**Dr. Kevin Rome**  
Chair, Department of Afro-American Studies  
Indiana University  
"Black Like Me, How Can That Be? (Combating the Negative Images of Black Males)"

**Juan "Majik" Moore**  
Owner  
Got Cha Bak Credit Counseling  
"Credit—The Revelation of Life"

**Lt. James Hickerson**  
Commander, Sellersburg Post  
Indiana State Police  
"Encounters With the Police"

### Thursday, October 2, 2003

**Chauncey Robinson**  
Atlanta Regional Account Executive  
Fifth Third Bank  
"Education, Hip Hop or Sports...Which One Do We Choose?"

**Marv West**  
Author, Speaker, Trainer  
Marv West Communications and Publishing  
"A Look at Prostate Cancer"  
Featuring Rev. Charles Williams, author of "That Black Men Might Live"

**Linda Clemons**  
Host  
"Sistah Talk" on WXNT 1430 AM  
"At What Price?"

**Dr. William Goldwair**  
Education Administrator  
Ohio Department of Youth Services  
&  
**Tracey Taylor**  
Project Coordinator  
Ohio Commission on African-American Males  
"Educating our African-American Males (Raising Cain and Abel)"

**Men of Omega Psi Phi**  
Hosted by Men of Alpha Kappa Kappa Chapter  
"A Discussion on Manhood and Perseverance"

**Men of Alpha Phi Alpha**  
Hosted by Robert Bedford  
"Ten Marks of a Mentor"



Dr. Suellen Reed welcomes attendees to Indianapolis and to the national conference.



Conference attendees swarm Dr. Julia Hare for questions following her keynote address.



Representative Dr. Vernon G. Smith presents Senator Tom Wyss with an appreciation plaque for his hard work and dedication to the commission.



Dr. Akbar takes a moment following his address to speak to some local youth about the importance of education.



Youth Luncheon Keynote Speaker Dennis Rahim Watson poses for a picture with two young men during the conference.



Former commission executive director Stephen Jackson presents during his heavily attended workshop at the conference.

# Commission Membership

## Elected Officials



Representative  
Dr. Vernon G. Smith



Senator  
Gary Dillon



Senator  
Samuel Smith



Representative  
Jeff Thompson

Rep. Dr. Vernon G. Smith  
Chairperson  
Gary, Indiana

Senator Gary Dillon  
Vice Chairperson  
Columbia City, Indiana

Senator Samuel Smith  
East Chicago, Indiana

Rep. Jeff Thompson  
Danville, Indiana

Floyd Worley  
Executive Assistant,  
Office of the Governor

Mark Ferguson  
Dean of Students,  
Vincennes University

Mindy Lewis  
Cummins Engine  
Company, Inc.

Sandra D. Leek  
Director, Indiana Civil  
Rights Commission  
Proxy: Burnetta Sloss-  
Tanner

Suzanne Clifford  
Director, Division of Mental  
Health  
Proxy: Lynn Smith

Stephen Demougin  
Director, Division of Family  
and Children  
Proxy: Michael O. Murray

Evelyn Ridley Turner  
Commissioner, Department  
of Corrections  
Proxy: Johnie Underwood

Tim Monger  
Director, Indiana Chamber  
of Commerce  
Proxy: Jerome McCluskey

Dr. Suellen Reed  
Superintendent, Indiana  
Department of Education  
Proxy: Dallas Daniels

Chuck Martindale  
Commissioner,  
Indiana Department of  
Administration  
Proxy: Davina Patterson

Dr. Greg Wilson  
Commissioner, Indiana  
Department of Health  
Proxy: Danielle Patterson /  
Martha Bonds

Michael Cunegin  
President, Allen County  
Council

Reppard M. Horne III  
Fort Wayne, Indiana

Rudy Hightower  
Greenfield, Indiana

Nikki Byrd  
Gary, Indiana

Stephen M. Jackson  
Interim Executive Director,  
ICSSBM

Steven L. Ingram  
Deputy Director, ICSSBM

Tamara Jury  
Administrative Assistant,  
ICSSBM

# **Indiana Commission on the Social Status of Black Males**

2003-2004 Annual Report is submitted  
to the Indiana General Assembly and the  
Governor pursuant to P.L. 143-1993.

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